"HUMAN RESOURCES MANAGEMENT OF UNIVERSITIES IN MAHARASHTRA – A STUDY WITH REFERENCE TO SWAMI RAMANAND TEERTH MARATHWADA NIVERSITY, NANDED"

TO BE SUBMITTED TO

SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY,

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FOR REGISTRATION TO PH.D. DEGREE

UNDER THE GUIDANCE OF

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INTRODUCTION:

Human Resource Management is a set of principles to the function of planning, organizing, directing and controlling and application of the principles to held for physical, financial human and informational resources efficiently and acquire their organizational goal. Human Resource Management is a process for organized every thing and necessary to run all types of organizations. The best management is a strong point of organizations.

Gurukul Education System is a best example of Human Resource Management. According to the social and educational system of four *Varnas* and four *Ashramas*, the teachers were treated as superior to the kings and we have examples like *Vashishtha, Valmiki, Vishwamitra, Vyas* and *Agasti* who were the gurus of great political dynasties like the *Pandawas,* the *Kaurawas*, the *Janakas* and many others. Though this system had some social evils, it had its impact on the educational system of our country for a long time.

During the historical times, we have great figures like *Ramkrishna Paramhansa, Swami Vidyanand Saraswati* and *Dadoji Konddev* who gave proper education and guidance to their disciples who later on proved to be great rulers. *Chhatrapati Shivaji Maharaj* is the greatest example of this. During the British reign the educational system in India underwent a drastic change and education became more formal and classroom teaching system came into existence. Lord Macaulay and Lord Wood and Lord Bentinck are some of the prominent names who are the milestones in Indian education during the British times. Some Universities and colleges were stared and education was made available to the common people irrespective of caste, religion or creed. In keeping with this tradition, the later half of the 19th Century and

the first half of the 20th Century produced a galaxy of social and educational stalwarts like *Rajaram Mohan Roy, Ravindranath Tagore, Ramkrishna Paramhans, Vidyachandra Saraswati* etc. As far as Maharashtra is concerned, we have great names like *Mahatma Jyotiba Phule, Rajarshee Shahu Maharaj, Dr. Babasaheb Ambedkar, Karmveer Bhaurao Patil* and so many who took education from palaces to cottages and from princes to poors. Especially in the field of women's education and the downtrodden classes, there was a strong upheaval, so that now a days education is not a forbidden fruit to anybody. During the later half of the 20th century, unfortunately all shining suns were no more and it was at this stage that spirited social and educational workers of lesser caliber and capacity but of equal zeal, came forth and founded educational institutions in Maharashtra at the grassroots level and

There are four types of Universities in India i.e. Central Universities, State Universities, Deemed Universities and Private Universities. According to the information by wikiepedia as on 25th May, 2016, there are 47 State Universities, 347 State Universities, 123 Deemed Universities and 237 Private Universities. Total No. of Universities in India are 754.

The Central Universities are established in various states/union territories by an Act of Parliament and under the controller Ministry of Union Human Resource Development.

The State Universities are established by a concerned local state Legislative Assembly. The State Universities are run by State Government. The Deemed Universities are established under section 3 of the UGC Act. The Status of autonomy granted by the Department of Higher Education, Ministry of Human Resource Development, Government of India. The

private University are established with the prior permission by University Grants Commission. They can issues the degrees but they are ban to run an affiliated colleges.

There are 1 Central University, 21 State Universities, 21 Deemed Universities and 05 Private Universities in Maharashtra State. Total No. is 48. Out of these 12 Non-Agricultural State Universities.

PROFILE OF THE SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED:

Definition of the Swami Ramanand Teerth Marathwada University, Nanded :

Swami Ramanand Teerth Marathwada University, Nanded means a State University established by an Act the Maharashtra Universities Act, 1994. The word "University" means any of the Universities mentioned in the Scheduled in Maharashtra Universities Act, 1994 [1994: Mah. XXXV] 5 (37). University area means the area specified against the name of the University in the Schedule; (38) University Department means a department established and maintained by the University;

History of the Swami Ramanand Teerth Marathwada University, Nanded :

The Swami Ramanand Teerth Marathwada University was established at Nanded by bi-furcating the Marathwada University, Aurangabad on 17th September 1994, the day on which in 1948 Hyderabad State was liberated from rule of the *Nizam*. Nanded is a district headquarters as well as a holy city situated on the banks of Godavari River in south-eastern part of Maharashtra state.

Nanded is directly approachable by road and train from Aurangabad (270 km) and Hyderabad (270 km), Nagpur (350 km), Mumbai (600 km) and Delhi (1700 km). Airport facility also available at Nanded.

The University has been named after *Swami Ramanand Teerth* the Doyen of the Hyderabad Liberation Struggle and also a renowned educationalist and social activist. The University is to cater for southern part of Marathwada Region of Maharashtra State, specifically to the districts of Nanded, Latur, Parbhani and Hingoli.

Uniqueness of the Swami Ramanand Teerth Marathwada University, Nanded :

The University Establishment Committee had visualized a region specific University with non conventional courses with a School system for Campus teaching to initiate and promote interdisciplinary and multidisciplinary studies. The university has redesigned its syllabi and courses in order to generate the human resource for the regional development. The courses are characterized by innovative ways in teaching, learning and evaluation with emphasis on the aspects of research, consultancy and extension services.

In the short time of operation the University has been granted recognition by the University Grants Commission (UGC), the apex educational body of Government of India, under 2(f) in March 1995 and under 12 (B) in May 1998, before completion of five years. It has been re-accredited by NAAC in 2015 with 'A' grade.

Mission of the Swami Ramanand Teerth Marathwada University, Nanded :

The Mission Statement:

"Swami Ramanand Teerth Marathwada University pledges itself to uphold zealously its mission of promoting acquisition and dissemination of knowledge through fearless and sustained pursuit of excellence aimed at moulding personalities of students entering its portals to grow with an upright character filled with enlightenment and to be the value adhering members of a just and humane society".

Vision:

Enlightened Student: A Source of Immense Power

According to the Mission Statement and vision of the University, the main aims of the University are providing education to all needy, poor, tribal and backward students. Especially providing education to girls in this region who otherwise would have been deprived from educational benefit and creating opportunities for all students to get multi faculty education as per their choice. Providing employment opportunities to at least one single youth in a family so that he/she can uplift the standard of the family.

Organization and Governance:

As per the Maharashtra Universities Act, 1994, there are various authorities i.e. Senate, Management Council and Academic Council. The Organizational Structure are Hon'ble Vice-Chancellor, Pro Vice-Chancellor, Registrar, Director, Board of College and University Development, Controller of Examination, Finance & Account Officer, Librarian, Director, Sub-Centre, Deputy Registrar and equivalent, Assistant Registrar and Equivalent, Office

Superintendent and equivalent, Assistant Office Superintendent, Senior Clerk, Junior Clerk, (Class III and equivalent) Attendant, Peon, Security, Gardener, Sweeper etc (Class IV and equivalent).

Institutions under Swami Ramanand Teerth Marathwada University, Nanded :

There are Eighteen Schools in the University Campus and Sub-Centre at Latur, New Model Degree College established at Hingoli in 2011 as the LOW GER Scheme of Central Government. There are 2020 Students in Campus School, 217 students at Sub-Centre, Latur and 187 students studying at New Model Degree College, Hingoli which is run by this University.

Legal Status:

The Swami Ramanand Teerth Marathwada University, Nanded established as per Government of Maharashtra Higher & Technical and Employment Department, Mantralaya, Mumbai 400032 Notification No. URT/1194/(149/94)/UNI-3 dated 7th September, 1994 and UGC Office memorandum No. F.9-9/94(CPP) dated 19th May, 1998.

OBJCTIVES OF THE STUDY:

- To Know the Human Resource Management Process of teaching and non-teaching staff required for the various units of the University.
- To study the Human Resource Management of Teaching and non-teaching staff as per the ruling authority of UGC (University Grants Commission) University (Swami

Ramanand Teerth Marathwada University, Nanded) Government (Government of Maharashtra).

- To study the effectiveness of personnel management.
- To study the harmonious relation between the employee and the organization.
- To study training and development aspects.
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IMPORTANCE AND SIGNIFICANCE OF THE STUDY:

- HRM creating a positive attitude among employees and officers. Reducing wastages and maing maximum use of resources etc.
- The proper recruitment and selection method, the University organization will be above to select the right people for the right jobs. Thus, allocating the jobs for proper person to proper place and proper time is most important in Human Resource Management.
- Human Resource Planning is also known as manpower planning. Recruitment makes it possible to acquire the number and type of people necessary to ensure continued operation of an organization.
- Training enables the employees to face the pressure of changing environment.
- Performance appraisal system enables the employees to know how they are performing in comparison with set the standards.
- Collective bargaining process is a very useful to University and such types of government organizations.
- Effective Human Resource practices teach individual team work and adjustment.

- Counseling facilities the employees in coping with their emotional problems, which is turn helps in improving the organizational problems.
- Motivation is a process by which a need or desire is aroused and psychological force within our mind set us in motion to fulfill our needs and desires.
- HR records consists information on manpower plans, selection, training, appraisal recruitment, job application, job description etc.
- HR account throws light on the strength and weakness of the existing workforce in an organizations.
- Compensation Management plays a vital role in the overall success of the organization in several ways.
- Discipline is an inevitable correlate of organization. Discipline is the attitude of mind that regulates conformity of certain norms of good conduct.
- Grievance givens rise to discontent, frustration and poor morale to work. The fundamental principles of grievances handling include fair and accurate ruport, impartial process and effective communication.
- International Global Resource Management issues are becoming increasingly important in a far wider range of organizations due to the rapidly growth of small and medium size enterprise internationalization.
- The current issues and trends in Human Resource Management is most important aspects in research of Human Resource Management.

SCOPE OF THE STUDY:

The Scope of the Study is intended to cover evaluation and impact of the initiatives taken by Authorities of the Universities and the employee. The research will provides advice and assistance to supervisors and staff. This may include information on training needs and opportunities, job descriptions, performance reviews and personnel policies, Performance counseling and Mentoring, Motivating Human Resources, Human Resource Records and Information Systems, Human Resource Accounting and Audit, Human Resource Research, Employee Welfare, Compensation Management, Employee discipline, Grievance Handling, Collective Bargaining etc.

The position coordinates the staff recruitment process. The Human Resource Officer provides advice and support to supervisors and staff selection committees and ensures that they have accurate and timely information in order to make effective decisions.

Failure to provide adequate advice or assistance may result in lost opportunities for staff development, poor staff morale, financial loss to staffs for residents and a loss of credibility.

NULL HYPOTHESIS:

- The different policies and measures undertaken by Government and University authorities are having positive impact on Human Resource Management on its implementation.
- The stratigies implemented till today are better but still new and innovative strategies are needed for rapid and deeper productivity of organization.
- The best use of human resources by the management develops competitiveness and responsiveness in the enterprise.

- The training and development of employees capacities always make the organizational growth.

RESEARCH METHODOLOGY:

Research is "Systematized Effort to Gain New Knowledge"

Research as a means for gaining knowledge can be carried out either arbitrarily or in a systematic fashion. It is a purposive investigation.

There are mainly two type of data used in any research.

1. Primary data.
2. Secondary data

Primary Data:

Data that is collected for the specific purpose at hand is called as Primary Data. According to the seeds of the researcher and focuses exclusively on the current research problem. Researcher has collected the primary data through the personnel, interviews and the group interviews by asking the questions to the authorities, teaching, non-teaching staff and students of the University.

Methods used for collecting Primary Data are as follows:

1. The Questionnaire
2. Interviewing
3. Group Interview.

Secondary Data:

Data that has been collected earlier for some purpose other than the purpose of the present study. Secondary sources of data provide a wealth of information to the researcher.

The other sources for collecting Secondary Data are as follows:

1. Books.
2. Magazines.
3. Journal.
4. Reports.
5. Records,
6. Google, Websites etc.

To carry out the present project, the Researcher used primary as well as secondary data. The questions were prepared to collect the relevant information from the 50-teaching and non-teaching staff through the interview method.

The sample size: sample size of the teaching and non-teaching employees.

Various stages involved in the Research Process:

1. Exploration of the Situation.
2. Developing the Research Design.
3. Data Collection.
4. Data Analysis and Interpretation of results.

EXPECTED CONTRIBUTION:

- The study of the project will help the management to know the current system of Human Resource Management and is shortfalls if any.

- The study will enable the management to bring about more transparency in the process of Human Resource Management.
- The study will also help the management to win the confidence of the employees and people who desires to seek the employment in the Institute at large..
- The study will help the management to select the right person for right job with more accurate and easiest way.
- The study will help the vast difference between taking theoretical knowledge and practical knowledge of university employee.
- The study will help the growth of the company is high but most of the employees are averagely satisfied with the fringe benefits.
- The study will help that the university authorities should find out the reasons behind the employees who are not satisfied with their promotions and other benefits.
- The study will help the benefits which are provided by the university lead the employees to work more towards the goal of the organization. On the other hand, as different employees have different perceptions, they found that work load is high, but due to good environment they found working smoothly i.e. to study the imbalance workload of the employee.
- The study will help the satisfaction of stakeholders etc.

ORGANIZATION OF THESIS

The study will be presented with the help of five chapters

1 INTRODUCTION

2 PROFILE OF THE SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED

a. Definition of the Swami Ramanand Teerth Marathwada University, Nanded
b. History of the Swami Ramanand Teerth Marathwada University, Nanded
c. Uniqueness of the Swami Ramanand Teerth Marathwada University, Nanded
d. Mission of the Swami Ramanand Teerth Marathwada University, Nanded
e. Organization and Governance
f. Institutions under Swami Ramanand Teerth Marathwada University, Nanded
g. Legal Status.

3. RESEARCH METHODOLOGY

a. Objectives and Scope of the Study
b. Importance and Significance of the Study.

4. DATA ANALYSIS

5. a. Expected Contributions.
b. Conclusions and Suggestions.

APPENDIX, QUESTIONAIRES, CHARTS, ANNEXURES, REFERENCES & BIBLIGRAPHY ETC.

(Laxmikant V. Aglawe) **(Prof. Dr. J.V. Joshi)**

Research Scholar Research Guide